

Public Service Labour Relations Board

2012-13

Report on Plans and Priorities

The Honourable James Moore, P.C., M.P.
Minister of Canadian Heritage and Official Languages

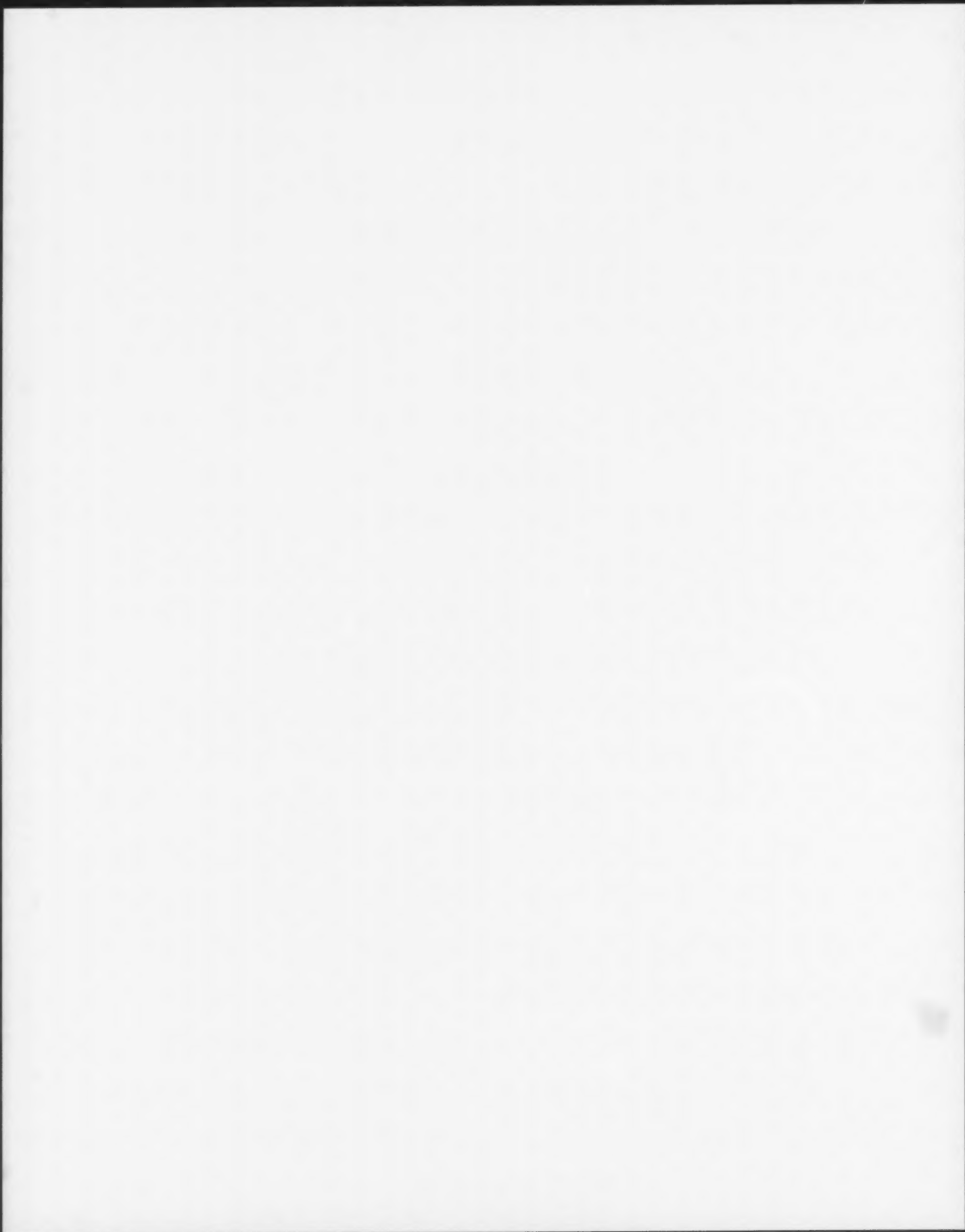


Table of Contents

Chairperson's Message	1
Section I: Organizational Overview.....	3
Raison d'être	3
Responsibilities	3
Strategic Outcome and Program Activity Architecture (PAA)	5
Organizational Priorities	6
Risk Analysis	10
Planning Summary	11
Expenditure Profile	13
Estimates by Vote	13
Section II: Analysis of Program Activities by Strategic Outcome	14
Strategic Outcome	14
Program Activity	14
Planning Highlights.....	16
Internal Services.....	19
Section III: Supplementary Information.....	20
Financial Highlights	20
Future-Oriented Financial Statements	21
List of Supplementary Information Tables.....	21
Section IV: Other Items of Interest	22
Organizational Contact Information.....	24



Chairperson's Message

As Chairperson of the Public Service Labour Relations Board (PSLRB), I am pleased to present our Report on Plans and Priorities for 2012-13.

Since the beginning of my tenure, I have witnessed a steady increase in the volume of cases that are referred to the PSLRB. More than a decade ago, the number of cases in our registry was approximately 1200 cases. Today, that number has reached nearly 6000. I am pleased with the efforts we have made to enhance our capacity to manage our caseload; we close on average 1500 cases each year.

However, this continual growth raises serious concerns about our ability to effectively and efficiently deliver our adjudication services and ultimately contribute to an efficient workplace that is free from service disruptions.

To address this matter, a key priority for the PSLRB for 2012-13 and beyond is to continue to implement more streamlined, responsive and effective adjudication processes through proactive caseload management and more in-depth analysis. More specifically, we will work with the parties to expeditiously deal with our caseload and collectively optimize our resources. Some of the initiatives we will undertake include holding more efficient and productive hearings through the use of pre-hearing conferences to discuss procedural matters, and dealing with cases through written submissions, when appropriate — a practice that has proven to be very effective. We will also address hearing postponements, which are an unproductive use of the PSLRB's resources, by encouraging the parties to jointly meet certain conditions before a case is scheduled for a hearing. As well, we will develop a policy that clearly articulates the limited circumstances in which postponements or adjournments may be granted.

Another priority is to continue to seek ways to more effectively respond to demand for high-quality, timely, impartial dispute resolution services. Our efforts in this area will include holding consultations with the parties (i.e., employers and bargaining agents) and discussing options for accelerating the process such as identifying cases that can be grouped together, better preparing participants and identifying issues that may result in missed or delayed opportunities for mediation.

In the coming year we will also continue to improve our information technology and information management (IM) infrastructure by implementing a case management system to improve our access to, and management of, case information, as well as the tracking, follow-up and security of case information. These initiatives will contribute overall to our ability to meet our mandated responsibilities.



A fourth priority is to develop and sustain our capacity to conduct compensation analysis and research surveys. Remaining in a state of readiness to conduct surveys will enable us to fulfill our role in supporting the federal public service collective bargaining and compensation determination processes.

While the year ahead presents considerable challenges for the PSLRB, I am confident that, given our past success, we have the necessary experience, dedication and professionalism to resolve labour relations issues in an impartial manner and ensure the timely delivery of valuable programs and services to Canadians.

Casper M. Bloom, Q.C., Ad. E.

Chairperson

Section I: Organizational Overview

Raison d'être

The Public Service Labour Relations Board (PSLRB) is an independent quasi-judicial tribunal mandated by the *Public Service Labour Relations Act (PSLRA)* to administer the collective bargaining and grievance adjudication systems in the federal public service. It is also mandated by the *Parliamentary Employment and Staff Relations Act (PESRA)* to perform the same role for the institutions of Parliament.

The PSLRB is unique in that it is one of the few bodies of its type in Canada that combine both adjudication functions and responsibilities as an impartial third party in the collective bargaining process. By resolving labour relations issues in an impartial manner, the PSLRB contributes to a productive and efficient workplace that ultimately benefits Canadians through the smooth delivery of government programs and services.

Responsibilities

The PSLRB came into being on April 1, 2005, with the enactment of the *PSLRA*, replacing the Public Service Staff Relations Board, which had existed since 1967, when collective bargaining was first introduced in the federal public service.

The PSLRB's three main services are as follows:

- adjudication - hearing and deciding grievances, complaints and other labour relations matters;
- mediation - helping parties reach collective agreements, manage their relations under collective agreements and resolve disputes without resorting to a hearing; and
- compensation analysis and research - compiling, analyzing and disseminating information on employee compensation to support the collective bargaining and compensation determination processes in the federal public service.

The PSLRB Executive Committee comprises the Chairperson, up to three Vice-Chairpersons, the Executive Director, the General Counsel and six directors. The Committee provides strategic direction and oversight for the priorities and projects established in the PSLRB's annual strategic plan.

As per section 44 of the *PSLRA*, the Chairperson is the PSLRB's chief executive officer and has overall responsibility and accountability for managing the work of the PSLRB.

The Executive Director is responsible for providing the direction for, and the supervision of, the daily operations of the PSLRB. Reporting to the Chairperson, he is supported by six directors, who have direct responsibility and accountability for establishing priorities, managing the work and reporting on the performance of their specific units. The General Counsel also reports to the Chairperson and is responsible for providing legal advice and support to the Chairperson and Board members.

Full-time and part-time Board members are responsible for administering the *PSLRA* by conducting hearings across Canada and by rendering decisions at those hearings. Appointed by the Governor in Council for terms of no longer than five years, they may be reappointed.

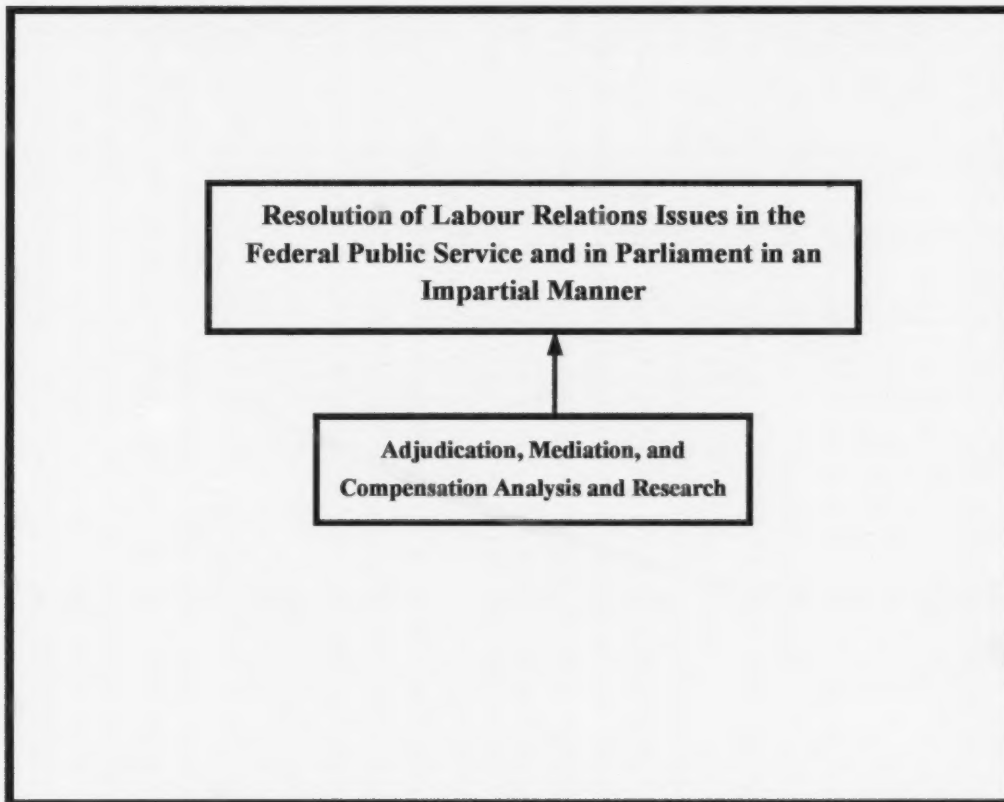
The *PSLRA* covers over 250 000 federal public service employees and applies to departments named in Schedule I to the *Financial Administration Act*, the other portions of the core public administration named in Schedule IV and the separate agencies named in Schedule V.

The PSLRB is also responsible for administering the *PESRA* and acts as the labour board and grievance system administrator for all employees of Parliament (the House of Commons, the Senate, the Library of Parliament, the Office of the Conflict of Interest and Ethics Commissioner, and the Office of the Senate Ethics Officer). As well, under an agreement with the Yukon government, the PSLRB also administers the collective bargaining and grievance adjudication systems required by the Yukon *Education Labour Relations Act* and the Yukon *Public Service Labour Relations Act*. When performing those functions, the PSLRB acts as the Yukon Teachers Labour Relations Board and the Yukon Public Service Labour Relations Board, respectively.

As well, the mandate of the PSLRB has been further expanded as a result of transitional provisions under section 396 of the *Budget Implementation Act, 2009*. Specifically, the PSLRB is responsible for dealing with existing pay equity complaints for the public service that were and could be filed with the Canadian Human Rights Commission and with those that may arise in the future under the *Public Sector Equitable Compensation Act (PSECA)*. While the *PSECA* has yet to come into force, the PSLRB will need to invest significant efforts and resources to prepare for the coming into force of that Act.

Strategic Outcome and Program Activity Architecture (PAA)

The PSLRB has one strategic outcome: the resolution of labour relations issues in the federal public service and in Parliament in an impartial manner, and one program activity: adjudication, mediation, and compensation analysis and research. This contributes to a productive and efficient workplace that ultimately benefits Canadians through the smooth delivery of government programs and services.



Organizational Priorities

Priority	Type	Strategic Outcome and/or Program Activity
<p>Continue to improve service delivery</p> <ul style="list-style-type: none"> Continue to implement more streamlined, responsive, and effective adjudication and mediation processes through more proactive case management and in-depth case analysis 	Ongoing	<p>The PSLRB has one strategic outcome: the resolution of labour relations issues in the federal public service and in Parliament in an impartial manner as mandated by the <i>PSLRA</i> and the <i>PESRA</i>, and one program activity with three distinct services: adjudication, mediation, and compensation analysis and research.</p>
Description		
<p>Why is this a priority?</p> <ul style="list-style-type: none"> Will contribute to a productive, efficient workplace that is free from service disruptions and that ultimately delivers programs and services to Canadians that provide economic, social and cultural benefits. <p>Plans for meeting the priority</p> <p>The PSLRB will continue to make its adjudication processes more efficient in consultation with the parties and through its Client Consultation Committee. Given its previous success, it will continue to manage its sizeable and increasingly complex caseload through a variety of initiatives, including holding more efficient hearings (e.g., holding pre-hearing conferences and dealing with cases through written submissions when appropriate); optimizing the use of hearing time (e.g., dealing with hearing postponements, which are an unproductive use of the PSLRB's resources); and addressing large numbers of similar grievances by grouping them.</p> <p>It should be noted that, as a quasi-judicial tribunal, the PSLRB faces certain constraints on the</p>		

processes it may choose to deal with its caseload. As such, it will continue to implement appropriate measures that are designed to contain expenditures in those particular areas, while ensuring that it meets its statutory obligations as an expert labour tribunal that hears or mediates cases throughout Canada and that provides the parties and the public with compensation information that originates from private and public organizations from coast to coast.

On the mediation side, the PSLRB will continue to hold consultations with the parties (i.e., employers and bargaining agents) and discuss options for accelerating the processing of mediation cases. Through those discussions, the PSLRB will focus its efforts on grouping cases for mediation where feasible, on preparing participants well in advance of the meetings and on identifying potential misconceptions that could lead to missed mediation opportunities.

Priority	Type	Strategic Outcome and/or Program Activity
<p>Continue to improve the PSLRB's Information Technology/Information Management infrastructure</p> <ul style="list-style-type: none"> • Implement a case management system with enhanced performance measurement and reporting capabilities • Further develop and enhance the PSLRB's Information Management (IM) framework 	Ongoing	<p>The PSLRB has one strategic outcome: the resolution of labour relations issues in the federal public service and in Parliament in an impartial manner as mandated by the <i>PSLRA</i> and the <i>PESRA</i>, and one program activity with three distinct services: adjudication, mediation, and compensation analysis and research.</p>
Description		
Why is this a priority?		

- Will enhance the PSLRB's capacity to more efficiently access, manage and retain information, which will contribute to the organization's ability to meet its mandated responsibilities.

Plans for meeting the priority

Over the next three years, the PSLRB will enhance its information management (IM) assets to ensure it has the necessary IM capability, tools and resources to meet its clients' needs and support service delivery. The PSLRB's newly created IM team will continue to work to meet specific milestones outlined in its action plan, focusing its efforts in 2012-13 on migrating to an updated technology platform that will interface with its case management system, and provide the necessary employee training.

More specifically, as part of its overall IM strategy that was developed and introduced in fiscal year 2011-12, the organization determined that replacing its electronic records and case management systems would be critical to the implementation of a sustainable IM framework.

Following a comprehensive review of various products, the PSLRB decided to upgrade its existing electronic records management system (i.e., Documentum), which has proven to be a reliable and robust solution.

After developing a Documentum case management prototype in September 2011, the PSLRB purchased the licences required for that module, which will complement its existing platform. The PSLRB is currently working on migrating to the 6.7 version of the records management platform and is simultaneously dedicating the necessary resources to tailor the module to meet its specific needs. Once the testing and quality assurance scripts have been completed, the two new systems will be integrated, likely by spring 2012. The new system will improve electronic access to, and the management of, case information, as well as the tracking, follow-up and security of case information.

Priority	Type	Strategic Outcome and/or Program Activity
Continue to develop and sustain the capacity to conduct compensation analysis and research surveys	Previously committed to	The PSLRB has one strategic outcome: the resolution of labour relations issues in the federal public service and in Parliament in an impartial manner as mandated by the <i>PSLRA</i> and the <i>PESRA</i> , and one program activity with

		three distinct services: adjudication, mediation, and compensation analysis and research.
Description		
Why is this a priority? <ul style="list-style-type: none">• This capacity will enable the PSLRB's Compensation Analysis and Research Services (CARS) to remain in a state of readiness to conduct surveys. This will ensure that the organization can eventually fulfill its role in supporting the collective bargaining and compensation determination processes in the federal public service, and ultimately contribute to an efficient, effective workplace that is free from service disruptions.		
Plans for meeting the priority <p>The PSLRB plans to launch the first, but much reduced, wave of its national total compensation study. This will include securing participation in the study, data collection and validation, as well as the continuous testing of the necessary tools and processes, such as the job-matching approach, the benchmark job capsules, the total compensation model, and the questionnaire on benefits and working conditions. By spring 2012, the PSLRB also plans to implement a user-friendly online secure data collection program for employers that will enable them to upload a variety of information.</p>		

Risk Analysis

A further delay in implementing a new case management system would significantly impact the PSLRB's ability to streamline its adjudication processes and more efficiently analyze and process case files (e.g., group similar cases together) — a key priority. It would also negatively impact the organization's ability to provide certain performance data, as well as effectively access, manage and retain information. Finally, a delay would contribute to stalling the migration to a sustainable technology platform, which is critical in the current dynamic IT environment.

As previously mentioned in this report, the PSLRB has developed and successfully tested a case management system prototype, which it will continue to build upon, with a goal of initial implementation in spring 2012. The implementation of the system and the required technology platform will remain a priority throughout 2012-13 as it will ultimately result in enhanced file tracking, caseload monitoring and statistical reporting capabilities.

As reported in the PSLRB's 2010-11 and 2011-12 Reports on Plans and Priorities, the expansion of its mandate in recent years as a result of legislative changes, particularly with respect to the CARS, presents significant challenges for the organization. The CARS has undertaken preparatory work for its national study and will soon be in a state of readiness to conduct surveys.

Finally, an ongoing challenge for the PSLRB is having an appropriate complement of full-time members, appointed by the Governor in Council, to effectively and efficiently manage its sizeable and increasingly complex caseload. When Board members' terms expire, it is often a challenge to identify and recommend qualified individuals to fill those vacancies. Since his appointment to the PSLRB, the current Chairperson and Board officials have worked proactively with the Minister's office to ensure that positions are filled as quickly as possible and, in general, this practice has been successful.

Planning Summary

Financial Resources (\$ Thousands)

2012-13	2013-14	2014-15
13,732	13,732	13,732

Human Resources (Full-Time Equivalent — FTE)

2012-13	2013-14	2014-15
93	93	93

Strategic Outcome: Resolution of labour relations issues in the federal public service and in Parliament in an impartial manner

Performance Indicators	Targets
<ul style="list-style-type: none"> Percentage of clients who are satisfied with the impartiality of the PSLRB's services 	<p>75%</p> <p>The extent to which clients are satisfied with the PSLRB's services is provided through its <u>Client Satisfaction Survey</u>, the most recent of which was undertaken in Fall 2010. The survey results were reported in the PSLRB's <u>Departmental Performance Report for 2010-11</u>.</p>
<ul style="list-style-type: none"> Percentage of collective bargaining mediations that reduce or fully resolve outstanding issues 	<p>75%</p>

Planning Summary Table

Program Activity	Forecast Spending 2011-12	Planned Spending			Alignment to Government of Canada Outcomes
		2012-13	2013-14	2014-15	
<u>Adjudication, Mediation, and Compensation Analysis and Research</u> ¹	9,966	9,922	9,922	9,922	As a quasi-judicial tribunal operating in the area of labour relations, the strategic outcome and program activity of the PSLRB are aligned with the <u>Government of Canada's Government Affairs Outcome Area</u> ² . The resources allocated to the PSLRB contribute to supporting well-managed and efficient government operations.
Total Planned Spending		9,922	9,922	9,922	

¹ <http://www.tbs-sct.gc.ca/est-pre/20112012/p2-eng.asp>² <http://www.tbs-sct.gc.ca/ppg-cpr/frame-cadre-eng.aspx>

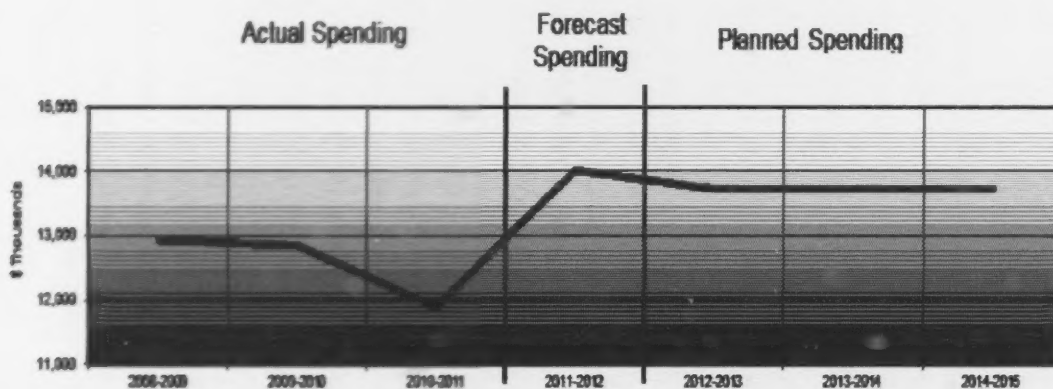
Planning Summary Table

Program Activity	Forecast Spending 2011-12	Planned Spending		
		2012-13	2013-14	2014-15
Internal Services	4,064	3,810	3,810	3,810
Total Planned Spending		3,810	3,810	3,810

Expenditure Profile

In 2012-13, the PSLRB plans to spend \$13.7 million to meet the expected results of its program activity and strategic outcome. Through the *Budget Implementation Act, 2009*, the PSLRB was provided with more stable and permanent funding to enable it to carry out its statutory mandate. The following figure illustrates the PSLRB's spending trend from 2008-09 to 2014-15. For the 2008-09 to 2010-11 periods, the total spending includes all parliamentary appropriation sources: the Main Estimates, the Supplementary Estimates and transfers from Treasury Board votes, as well as carry-forward adjustments. For the 2012-13 to 2014-15 periods, the total spending corresponds to the planned spending.

Departmental Spending Trend



Estimates by Vote

For information on the PSLRB's appropriations, please see the [2012-13 Main Estimates publication](#).

Section II: Analysis of Program Activities by Strategic Outcome

Strategic Outcome: Resolution of labour relations issues in the federal public service and in Parliament in an impartial manner

Program Activity: Adjudication, mediation, and compensation analysis and research

Program Activity Description

The PSLRB is an independent, quasi-judicial tribunal mandated by the *PSLRA* to administer the collective bargaining and grievance adjudication systems in the federal public service. It is also mandated by the *PESRA* to perform the same role for the institutions of Parliament. Board members hold grievance adjudication and complaint hearings throughout Canada. The PSLRB provides conciliation and arbitration services to assist parties in the renewal and negotiation of new collective agreements; mediation services to help parties work together to resolve grievances and complaints; and training in alternative dispute resolution. Its compensation analysis and research services function consists of delivering information on comparative rates of pay, employee wages, terms and conditions of employment, and benefits in the public and private sectors. The PSLRB is required by statute to provide physical and administrative support services to the National Joint Council but plays no direct role in its operations.

Financial Resources (\$ Thousands)

2012-13	2013-14	2014-15
9,922	9,922	9,922

Human Resources (Full-Time Equivalent — FTE)

2012-13	2013-14	2014-15
64	64	64

Program Activity Expected Results	Performance Indicators	Targets
Cases are resolved through adjudication in accordance with the principles of law	Among decisions referred for judicial review, percentage of challenges upheld in relation to the total number of decisions issued over a 5-year period.	Less than 2%
Cases and collective bargaining disputes are resolved through mediation interventions	Percentage of mediations where grievances, collective bargaining disputes or complaint issues are reduced or resolved.	75%
Compensation data is available for negotiations by the parties	Percentage of the necessary tools, processes and systems in place to ensure readiness to conduct surveys. ¹	100%

¹ This indicator is no longer valid and will change in the coming year.

Planning Highlights

Adjudication Services

Given its ongoing commitment to improve its services, the PSLRB will continue to strive towards effectively and efficiently managing its active caseload, recognizing that some matters must be dealt with expeditiously as they may have an impact on the overall function of the public service.

Over the last five years, the PSLRB has seen a steady increase in the volume of its caseload. In 2010-11, the number of files referred to the organization was 2108 — a record high. The PSLRB continues to be concerned that its growing adjudication caseload has affected its ability to handle cases in a timely manner. While the PSLRB has, over the years, increased its capacity to deal with cases, closing an average of 1500 cases each year, the number of new cases continues to be high, which prevents it from reducing the overall total number of cases.

Grievances referred to adjudication account for the majority of the PSLRB's cases (between 80% and 85%), and this trend is expected to continue. Many of the PSLRB's clients (i.e., employers and bargaining agents) continue to experience internal capacity issues, resulting in more requests to postpone cases, which adds to the time required to close those cases, and they subsequently remain part of the caseload. An insufficient number of full-time Board members can also contribute to the high volume of outstanding cases.

Faced with this situation, the PSLRB is working with the parties to find ways to deal with its caseload as efficiently as possible and to collectively make the best use of their resources. Since the appointment of the current Chairperson, the PSLRB has favoured dealing with certain cases by written submissions. This approach has proven to be effective in cases where there is no dispute about the facts of the case and, therefore, no need for the Board member to assess the credibility of the case, and when dealing with preliminary matters such as jurisdictional objections or an alleged untimeliness of the grievance or complaint.

To make hearings more efficient and productive, the PSLRB will continue to hold pre-hearing conferences with the parties' representatives at an appropriate time before the scheduled dates for the hearing (i.e., usually 60 days) to discuss procedural matters and the ways in which the hearing can proceed more efficiently.

As previously mentioned, over the years, the PSLRB has observed a trend that shows that a significant number of cases scheduled for a hearing are postponed at the parties' request, for various reasons, such as issues of jurisdiction, disclosure of documents issues, the unavailability of witnesses, last-minute settlements, etc. Such postponements are unproductive for the PSLRB and often occur in the weeks or days before a scheduled hearing, when it is too late to substitute

the hearing with another case. To deal with this, the PSLRB is contemplating measures that will ensure that the parties apply greater diligence when reviewing a file before it is placed on the hearing roster. That is, the parties will be encouraged to jointly attest that certain conditions have been met before a matter is scheduled for a hearing, namely, that they have engaged their best efforts to resolve a case and that questions of jurisdiction, disclosure of documents, etc., have been identified early in the process. As well, the PSLRB will develop a policy that clearly stipulates the limited circumstances in which postponements or adjournments may be granted.

Other case management initiatives to address specific high-volume cases include continuing to focus on more directive case management, monitoring cases more closely and using screening practices that enable similar cases to be grouped together. As well, the Chairperson has approved modifications to the PSLRB's organization structure to provide better professional and career development progression for case officers with a view to ensuring consistent and knowledgeable support to Board members. The PSLRB will also continue to closely consult with employers and bargaining agents to discuss options to expedite the processing of cases through mediation and adjudication.

Finally, the PSLRB Client Consultation Committee, which has equal representation from bargaining agents and employers, meets on a quarterly basis with Board representatives to seek clients' views on the PSLRB's processes, practices, policies and rules as they relate to its adjudication and case-mediation services. All these initiatives will help the PSLRB to achieve its overall goal of managing its caseload more effectively and efficiently.

Mediation Services

Providing high-quality mediation and conflict resolution services that are timely, impartial, transparent and efficient will remain a priority for the PSLRB's Dispute Resolution Services (DRS) unit in 2012-13. The organization is committed to, and believes in the merits of, offering mediation to the parties as a way of rebuilding working relationships, as well as resolving disputes in a less confrontational manner. In fact, the PSLRB views mediation as a pivotal tool that contributes to its success in fulfilling its statutory mandate in the areas of individual matters that are referred to adjudication and in collective bargaining disputes.

During 2012-13, the PSLRB will also focus on coordinating collective bargaining matters and the provision of mediation services upon request. The major round of collective bargaining will require the DRS to be attentive to the parties' needs for the mediation of collective bargaining disputes. It is uncertain how many groups will use the PSLRB's mediation services to settle collective bargaining disputes in 2012-13. However, the DRS can provide value by increasing its availability to the parties behind the scenes, by offering a forum whereby the parties can share and clarify their bargaining objectives and/or constraints — work that is part of the core of the

PSLRB's mandate and priorities. This will contribute to maintaining a healthy workplace that is free from disruptions, the eventual outcome of which is the delivery of valuable programs and services to Canadians.

Information Management

Since the PSLRB identified IM a priority at its 2010 strategic planning session, significant progress has been made. The PSLRB has established the proper governance to ensure the project will be a success, including creating an Information Management Advisory Committee with executive leadership and a working group, which will ensure knowledge of, and involvement in, IM across the organization. The Committee reports to and takes direction from the Information Management Steering Committee.

The PSLRB will continue to focus its efforts on implementing the necessary system upgrades to enhance its case management and file tracking capabilities, enhance employee knowledge of IM through targeted communications and training opportunities, and review and further develop its policy.

Compensation Analysis and Research Services

The PSLRB plans to launch a first wave, albeit reduced, of its national comparability study in spring 2012. This strategy will allow the PSLRB to assess its tools, processes and systems, including the bulk of the 100 benchmark positions that the organization plans to feature in the study.

Internal Services

Program Activity Description

Internal Services are groups of related activities and resources that are administered to support the needs of programs and other corporate obligations of an organization. These groups are: Management and Oversight Services; Communications Services; Legal Services; Human Resources Management Services; Financial Management Services; Information Management Services; Information Technology Services; Real Property Services; Materiel Services; Acquisition Services; and Travel and Other Administrative Services. Internal Services include only those activities and resources that apply across an organization and not to those provided specifically to a program.

Financial Resources (\$ Thousands)

2012-13	2013-14	2014-15
3,810	3,810	3,810

Human Resources (Full-Time Equivalent — FTE)

2012-13	2013-14	2014-15
29	29	29

Section III: Supplementary Information

Financial Highlights

**Future-Oriented
Condensed Statement of Operations**
For the Year (ended March 31)
(\$ Thousands)

	\$ Change	Future-Oriented 2012-13	Future-Oriented 2011-12
Total Expenses	995	17,450	16,455
Total Revenues	145	145	-
Net Cost of Operations	850	17,305	16,455

The PSLRB projects \$17.4 million in expenses and \$0.1 million in revenues based on the 2012-13 Main Estimates, the Supplementary Estimates and amounts to be allocated at year end from Treasury Board central votes. The majority of the funds, \$12.1 million or 70%, will be spent on the adjudication, mediation, and compensation analysis and research services programs. The balance will be spent on internal services (i.e., \$5.2 million or 30%). The PSLRB requested and was granted, pursuant to paragraph 29.1(2)(a) of the *Financial Administration Act*, authority to expend revenues received in a fiscal year through the provision of internal support services to other departments to offset the associated expenditures incurred in the fiscal year.

Condensed Statement of Financial Position

For the Year (ended March 31)

(\$ Thousands)

	\$ Change	Future-Oriented 2012-13	Future-Oriented 2011-12
Total assets	235	1,989	1,754
	235	1,989	1,754
Total liabilities	(221)	2,318	2,539
Equity	456	(329)	(785)
Total	235	1,989	1,754

Future-Oriented Financial Statements

The future-oriented financial highlights presented in this Report on Plans and Priorities are intended to serve as a general overview of the PSLRB's financial position and operations. These highlights are prepared on an accrual basis to strengthen accountability and improve transparency and financial management. The complete set of future-oriented financial statements can be found on the PSLRB's website at: http://www.pslrb-crtfp.gc.ca/reports/intro_e.asp.

List of Supplementary Information Tables

All electronic supplementary information tables found in the 2012-13 Reports on Plans and Priorities can be found on the [Treasury Board of Canada Secretariat website](#).

- ▶ Greening Government Operations
- ▶ Sources of Respendable and Non-Respendable Revenue
- ▶ Upcoming Internal Audits and Evaluations over the next three years

Section IV: Other Items of Interest

Statutes and Regulations Administered by the Public Service Labour Relations Board

- *Public Service Labour Relations Act*, S.C. 2003, c. 22, s. 2
- *Public Service Labour Relations Board Regulations*, SOR/2005-79
- *Parliamentary Employment and Staff Relations Act*, R.S.C. 1985, c. 33 (2d Supp.), as amended
- *P.E.S.R.A. Regulations and Rules of Procedure*, SOR/86-1140, as amended
- Sections 133 and 147 of Part II of the *Canada Labour Code*, R.S.C. 1985, c. L-2
- *Public Sector Equitable Compensation Act*, S.C. 2009, c. 2, s. 394 [not in force]
- Section 396 of the *Budget Implementation Act, 2009*, S.C. 2009, c. 2
- *Education Labour Relations Act*, (Yukon), R.S.Y. 2002, c. 62 (amended by S.Y., 2004, c. 8)
- *Yukon Teachers Staff Relations Board Regulations and Rules of Procedure*, O.I.C. 1992/95
- *Public Service Labour Relations Act*, (Yukon), R.S.Y. 2002, c. 185 (amended by S.Y., 2004, c. 8)
- *YPSSRB Regulations and Rules of Procedure*, C.O. 1970/226
- *Public Service Staff Relations Act*, R.S.C. 1985, c. P-35 (repealed as of March 31, 2005)
- *P.S.S.R.B. Regulations and Rules of Procedure, 1993*, SOR/93-348 (repealed as of March 31, 2005)

Organizational Contact Information

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Registry Operations and Policy:	Fax: 613-990-3927
Dispute Resolution Services:	Fax: 613-990-6685
Website:	www.pslrb-crtfp.gc.ca

Email address: mail.courrier@pslrbcrtfp.gc.ca